

Fact sheet – Casual employment arrangements

Enhanced entitlements for casual employees

Under the proposed MOPS EA, entitlements for casual employees will be increased through:

- ✓ **A one-off payment if a “yes vote” is successful and the casual employee worked during the voting period**
- ✓ Casual loading increase from 20% to 25%
- ✓ New minimum shift length of 3 hours (or minimum payment of 3 hours)
- ✓ Less administration – only one employment agreement to be completed every 12-months rather than every 28 days
- ✓ Enhanced clarity of leave entitlements
- ✓ Increase to minimum pay point for casual Electorate employees at the EOA classification

Eligibility for a ‘one-off’ sign on bonus

If a “yes” vote is successful – all employees employed during the voting period will be eligible to receive a one-off payment.

- A casual employee who worked on at least one day during the voting period (12 to 19 August), will be eligible to receive the ‘one-off payment’ **in the event the MOPS EA receives a ‘yes vote’**.
- Under the bargaining policy, this payment is only able to be offered where a proposed MOPS EA is provided for consideration before the nominal expiry date of the existing EA – which expires 5 August 2024.
- At the request of bargaining representatives, this will be calculated at .92% of base salary and averaged out for all employees to receive a flat-rate. This payment will be calculated at the end of the voting period.
- A flat-rate one off-payment will likely be more beneficial for electorate staff, as well as part time and casual employees in comparison with a 0.92% one-off payment.
- All eligible MOP(S) Act employees (including casual employees) will receive the same payment. This payment is taxable and will be treated as ordinary time earnings for superannuation purposes.
- MaPS will inform employees of the amount of the flat-rate payment once it is known.

New hourly rate

The table below lists the proposed hourly rates inclusive of the 4% remuneration increase to base salaries, as well as the increased casual loading for electorate employees:

Classification and pay point	Current hourly rate (Base salary + 20% loading)	Proposed new hourly rate (with 4% increase to base salary + 25% loading)
EOC – 4	\$55.69	\$60.33
EOC – 3	\$53.02	\$57.44
EOC – 2	\$50.35	\$54.55
EOC - 1	\$49.44	\$53.56
EOB – 5	\$50.35	\$54.55
EOB – 4	\$49.44	\$53.56
EOB – 3	\$46.62	\$50.51
EOB – 2	\$44.25	\$47.94
EOB – 1	\$43.13	\$46.72
EOA – 6 (EOA – 3 under new EA)	\$44.25	\$47.94
EOA – 5 (EOA – 2 under new EA)	\$43.13	\$46.72
EOA – 4 (EOA – 1 under new EA)	\$41.80	\$45.28
EOA – 3 (removed under new EA)	\$39.45	
EOA – 2 (removed under new EA)	\$37.50	
EOA – 1 ((removed under new EA)	\$35.62	

Minimum shift length

To provide certainty, a casual employee will be engaged for:

- at least three hours per engagement **or**
- paid for a minimum of three hours per engagement if they work less than three hours.

Employment administrative arrangements

To streamline administrative arrangements and processes, casual employees will:

- transition onto a 12-month employment agreement (rather than 28 day) **and**
- complete fortnightly work schedules.

Completed fortnightly work schedules will be provided to their authorised officer who will then submit them for processing.

Further information on these processes and timeframes will be provided to all staff and Parliamentarians ahead of these arrangements commencing. These new arrangements will significantly reduce the time casuals spend completing paperwork. They will eliminate the need to complete an employment agreement each month and when work patterns are varied and will assist with determining an employees' workbase.

Leave entitlements

The proposed MOPS EA clarifies existing leave entitlements for casual employees under the Fair Work Act. These are:

- paid miscellaneous leave for family and domestic violence reasons
- paid long service leave in accordance with the *Long Service Leave (Commonwealth Employees) Act 1976*
- up to two days' unpaid carer's leave for each occasion when a member of the employee's immediate family or household requires care or support for reasons outlined in the MOPS EA.

Casual employees receive casual loading in lieu of all other leave entitlements.